

COUNTY OF SAN DIEGO, CALIFORNIA
BOARD OF SUPERVISORS POLICY

Subject

Legislative Policy: Employee Relations

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Background

The legal framework of labor relations for public employees in California is subject to continuing change by employee organization efforts. Each year several bills are introduced which would mandate collective bargaining for public employees, require binding arbitration of labor disputes, and special rules and procedures for certain groups of employees such as safety officers.

Policy

It is the legislative policy of the County of San Diego with regard to public sector employee relations to:

1. Oppose the adoption of national public employee relation legislation preempting State and local laws.
2. Oppose coverage of all public employees, including public school employees, under one comprehensive act.
3. Oppose amendments to the current statute (Meyers-Milias-Brown Act) which would place it under the Public Employment Relations Board (PERB) or which would broaden it by adding provisions now included in the three other public employer-employee statutes (E.E.R.A., S.E.E.R.A., and H.E.E.R.A.).
4. Support continuation of local administrative processes (i.e., Neutral Appellate Authority) which establish the rules and regulations for resolving disputes regarding Unfair Labor Practice allegations and representation matters which are consistent with State legislation. Example: The County's Labor Relations Ordinance adopted in 1982.
5. Support removal of Supervisory, Management, Highly-Compensated Professional and Confidential employees, from coverage under current statute.
6. Oppose compulsory, binding arbitration of interest disputes for all employees, including special groups such as police and fire.
7. Oppose legislation which grants public employees the right to strike or to engage in other types of work actions.
8. Support exclusion of matters relating to levels of service from bargaining.

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9. Oppose employee organizations contributing to or endorsing the candidacy of members of local agency governing boards.

10. Support legislation which makes it an Unfair Labor Practice for employee organizations to interfere with the mission of the agency or management's right to manage.

Sunset Date This policy will be reviewed for continuance by 1/1/96

1. Board of Supervisors Action 10-13-76 (20) 2. Board of Supervisors Action 9-7-77 (10)
3. Board of Supervisors Action 9-7-77 (11) 4. Board of Supervisors Action 12-11-84 (28)
5. Board of Supervisors Action 1-29-91 (78)

CAO Reference 1. Office of Labor Relations 2. Department of Human Resources 3.
Chief Administrative Officer